



A VIEW FROM FEW

AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY
FOR WOMEN IN GOVERNMENT

SPACE COAST CHAPTER, KENNEDY SPACE CENTER, FL
<http://www.ksc.nasa.gov/groups/few/>

MAY 2005

SPACE COAST CHAPTER, FEW 2004 – 2005 Officers and Committees

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Newsletter Editor	Johanna Velasquez
NTP/RTP Planners	Muzette Fiander
Nominations	Sandy Eliason
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Barbara Powell
Becky Fasulo
Clara Anderson
Karin Biega
Barbara Powell
Vickie Hall
Jean Grenville

PRESIDENT'S MESSAGE

Dawn Partlow

I was so disappointed that I had to miss our Membership Meeting on Tuesday, April 19. In addition to having training in Orlando scheduled for that day, being called in to work unexpectedly kept me from attending. I am so proud of my officers and committee chairs with how they carried through with the meeting in my absence. Thank you so much to all of you. From the reports that I received the meeting went very well. Welcome to our new members from our annual training program and our membership meeting. We hope you will soon join a committee in order to start learning more about our organization.

My year is almost coming to an end. Where did it go! Calls have gone out for preparing chapter awards, for selecting the 2005 Member of the Year and the Distinguished Service winner. Plans are being made for the 2005 Installation and Awards dinner and deciding attendees for the 2005 NTP in Reno. Please come to our May 18 business meeting to help us make decisions about these important events. Our new officers for 2005 – 2006 will be announced at this meeting also.

Thank you all for everything you do. It is all of you that make this chapter what it is today.



SUNSHINE

Vivian Andreasson

Celebrating birthdays in May:

Dawn Partlow	May 16
Sherry Russo	May 23
Maxie Johnson	May 27
Barb Powell	May 27
Sue Gaines	May 29
Patti Sunderland	May 29

Happy Birthday!

If you notice anyone missing please email Muzette Fiander at Muzette.B.Fiander@nasa.gov

National Training Program (NTP) **Update**

Submitted by Vickie Hall

Make plans now to attend the 36th annual FEW National Training Program, July 18-22, 2005 in Reno, NV. Information is posted on the FEW website, www.few.org. The NTP is designed for all public, private, and Federal employees, including military personnel, in a myriad of positions and at all managerial and supervisory levels and is consistent with OPM training. Online registration began March 15, 2005. Lodging is available at the Reno Hilton for \$69 for a single or double room.

Space Coast Election of Officers

Karin Biega, Nominations/Elections Chair

Voting recently closed for the 2005-2006 Space Coast election of officers and Nominations/Elections Chair. The ballots are still being tallied and results will be announced at the May meeting.

I thank everyone who took the time to return their electronic ballot ... all 16 of you.

PROGRAM COMMITTEE

Jean Grenville

April 19 Membership Meeting - We had a wonderful meeting on Tuesday, April 19, at the Holiday Inn in Cocoa Beach. Thank you to all our officers and committee chairs who participated in the program. Kimmarie was wonderful and we all learned a lot about Microsoft Outlook but also that we need more training! There was great networking and getting acquainted and the food was delicious! We hope to have a New Members luncheon this fall to get further acquainted.

April 24 Florida Fabulous Follies - The Florida Fabulous Follies was absolutely fabulous. After a nice lunch at the Olive Garden we had a wonderful afternoon at the Gleason Auditorium in Melbourne. The cast was great and we laughed a lot! The vaudeville was cute! This is going to be an annual event so maybe we can get more members and guests to go with us next year. If you had seen the beautiful ladies walking the catwalk in their high heel shoes and enormous headdresses while telling about themselves and announcing that they were 64, 67, 70, 72, 82, and 83 years of age you would have been amazed. It was very motivating.

Wednesday, May 18, 2005 – Space Coast Chapter May Business Meeting to be held at the Central Industry Assistance Office (CIAO) on State Road 3 outside of KSC - This meeting will be an important business meeting to discuss upcoming events for the balance of the year, to announce the new officers for 2005 – 2006 and to discuss any pending business. Light refreshments will be served. Please attend and help us make decisions about our chapter. Please be prepared to give a report of your activities at the meeting or send a report to the president, Dawn Partlow, before the meeting if you can't attend. Send any agenda items to Dawn Partlow also.

June 2005, 3rd Tuesday or Thursday of month (location TBD): The Annual Awards and Installation Banquet will be held the latter part of the month. We will be selecting the location, menu, theme, installing officer, etc. for

our annual dinner after election of new officers. This is always a special event and a great evening of networking. Keep those dates open on your calendar. We'll get you more information as soon as possible.

COMMUNITY OUTREACH

Aneta Ott

In a world that is constantly changing, people are so busy with many other things in their lives it's comforting to know that the Federally Employed Women are there to lend a hand and are always reaching out to help the community where they can.

I would like to extend to everyone that has helped to make our endeavors in the Community Outreach program, this year, and in years past, a very special Thanks. All though many of us have not experienced the desperate need that many in the community have, all of you are always willing to help those that are in need. Whether it is the Salvation Army Christmas Stockings, or filling up trucks filled with food for the Sharing Center you have come through in their time of need. It is wonderful that you have also helped to support Baxley Manor monthly and you certainly have made their lives better.

Since I am retired now and am not in the main stream of things I am sure someone else will take over this program and make it every bit a success as it has been in the past, but I have got to say that it has been a blessing to me in many ways to chair the Community Outreach Program for FEW. It has made me a better person and you have helped make so many peoples' lives a lot better!

Thanks again for all your help!



GOVERNMENT NEWS & LEGISLATION

Marie Argana

Legislative Agenda

FEW distributed its Legislative Agenda to members of the 109th Congress. The Legislative

Agenda is divided into three tiers: Tier I issues are those considered of utmost importance to female federal workers today. FEW gives priority attention to these areas by initiating grassroots efforts, contacting legislators, and proactively educating its members about these issues. Tier II issues are those issues that impact all federal employees. Rather than taking on primary responsibility, FEW joins forces with other organizations to impact these issues, and if appropriate, initiate grassroots efforts. FEW members are also kept informed about these issues. Tier III issues are those issues that affect all women. Once again, joins forces with other organizations to impact legislation and keep its members informed on these issues.

Tier I issues include equal employment opportunity, affirmative employment, effective/efficient government reform, privatization/outsourcing, retirement/pension, women in the military, glass ceiling issues, and full constitutional rights for women.

Tier II issues cover employment benefits, family member care, safety and health, whistleblower protection, workplace violence, and the Hatch Act.

Tier III issues include Convention on the Elimination of Discrimination Against Women (CEDAW) treaty, economic empowerment, violence against women, and health care.

The Legislative Agenda is posted on FEW's website www.few.org; click on the Legislative bar on the left to read the Legislative Agenda and to obtain information about other legislative activities. You can also use the FEW website to check on FEW's positions on various pieces of legislation and connect to the CAPWIZ website to send messages to your Representative and Senators. However, you should use your home computer to access the CAPWIZ website and send messages to your congressional representatives.

Privatization/Outsourcing

Defense Secretary Donald Rumsfeld suggested recently that an upcoming round of military base closures may not be as extensive as previously

anticipated, saying the amount of surplus space on bases may be less than previously estimated. In 2001, Rumsfeld urged Congress to approve a new round of base closings, arguing that the military had about 25% more base capacity than needed. He is now saying the surplus is in the 20% to 25% range, and probably at the lower end of this range.

Rumsfeld also said that relocating overseas forces may reduce the percentage even further. Some 70,000 US troops and 100,000 dependents are scheduled to come home from permanent bases in Germany and elsewhere beginning next year as the Pentagon adjusts its worldwide presence in the face of the end of the Cold War and the beginning of the war on terrorism.

High on the BRAC list are old installations and small bases used by only one of the four services. Other targets may include large older bases with missions and heavy equipment designed for the Cold War.

Ideally, the BRAC process is supposed to be free of politics. It never is though because lawmakers are also fiercely protective of the installations in their districts. But this round is being done under unique circumstances. As with the previous four rounds, the final selection of the bases to be closed or realigned will be up to an independent committee picked by Congress and the White House. And this is often where politics creeps in.

But the process starts with a list from the Pentagon about what it wants cut and realigned. That list will be the first of its kind – submitted by a Pentagon at war. This leads some veteran Pentagon watchers to believe this BRAC round will be less susceptible to politics than any previous one.

On the EEOC front, the Commission launched its National Contact Center pilot to enhance customer service in responding to the one million calls the agency receives yearly. Initially, the NCC will operate on an 18-month pilot basis. At the end of the pilot, a comprehensive independent analysis will determine whether the NCC should continue. If the center works out, agency officials could extend the agreement for up to three more years.

Calls will be monitored for quality assurance and to track demographics, issues and concerns that will help shape the center's operations and future EEOC policy. Thirty-six private-sector employees will staff the center 12 hours a day. These calls previously were fielded by mediators, investigators and other EEOC employees. According to the EEOC Chairwoman Cari Dominguez, many times it took weeks or even months to return calls because there was no dedicated staff to answer calls. Having this established call center will enable the EEOC to answer people's questions in a timely fashion and allow EEOC employees to focus on their primary jobs.

However, the union that represents EEOC employees believes the center will erode customer service if it relies on contract operators who do not have the same level of experience as investigators.

Retirement/Pension

Rep. Clay Shaw introduced a Social Security bill (HR 750) that included language to reduce the Government Pension Offset (GPO) - although not eliminate it. Under current law, the GPO reduces by \$2 for each \$3 in annuity that the beneficiary receives from a retirement-program that does not include Social Security, such as the CSRS. Shaw's measure would reduce the offset to \$1 for each \$3.

Last week, Rep. Kevin Brady (R-TX) introduced a bill (HR 1714) that repeals the Windfall Elimination Provision (WEP) and replaces it with a more fair formula for Social Security payments to retirees who also are covered under the Civil Service Retirement System (CSRS). After reviewing the bill carefully, FEW issued a Press Release supporting the bill.

Whistleblower Protection

The Senate Committee on Homeland Security and Governmental Affairs adopted the Federal Employee Protection of Disclosures Act by voice vote. This legislation (S 494) is intended to amend the Whistleblower Protection Act and make other changes that will strengthen the rights and protections of federal employees who disclose government waste, fraud, and abuse.

Judicial decisions have corrupted Congress's intent to prevent whistleblower retaliation, but this bill would remedy such problems. The act would codify congressional intent and ensure that Congress gets the information necessary to conduct its oversight and investigatory functions. It would also guarantee an open and transparent process for the adjudication of employee whistleblower retaliation cases and strengthen the disciplinary authority of the Office of Special Counsel, the organization responsible for protecting whistleblowers from reprisal. Specifically, the legislation would:

- Suspend the Federal Circuit Court of appeal's monopoly on the review of whistleblower retaliation and permit multi-circuit review for a period of five years
- Require agencies to educate employees of their whistleblower rights and how to make disclosures of classified information
- Clarify that any disclosure of waste, fraud, or abuse may be protected, but that disagreement over legitimate policy decisions may not
- Establish an objective test for determining whether an employee has made a protected disclosure of waste, fraud or abuse
- Protect whistleblowers whose security clearance revocation is the basis of retaliation
- Provide the Office of Special counsel with the independent right to file "friend of the court" briefs with federal courts
- Codify and strengthen the anti-gag provision that has been part of every Transportation-Treasury Appropriations bill since 1988

Violence Against Women Act (VAWA)

FEW signed onto a letter to Congress asking legislators to reauthorize the Violence Against Women Act (VAWA) that expires this fall. This Act is very important in efforts to stop domestic and sexual violence. This year's bill adds some important improvements to the Act, including:

- Giving violence survivors reasonable unpaid leave from work to address their situation, including attending court hearings; unemployment coverage if they cannot continue working or are released from their jobs; and protection from job discrimination.
- Increasing the options for survivors of domestic violence who need transitional housing.

- Expanding prevention and intervention programs targeted at children and youth, and including "minors" in all programs and services.
- Improving the training and education of health care providers to improve medical services for survivors.
- Extending VAWA's outreach to communities near and far to ensure that everyone has access to prevention strategies and to vital protective and recuperative services.
- Ensuring adequate funding for programs and services so that shelters and crisis centers can continue to provide community education and victim's services.

Title IX Decision

The Supreme Court toughened a federal law against sex discrimination in federally funded educational programs, ruling that it prohibits not only unequal treatment of girls and women at school, but also official retaliation against anyone – male or female – who blows the whistle on unequal treatment.

By a vote of 5 to 4, the court ruled that the federal law, known since its adoption in 1972 as Title IX, authorizes a federal lawsuit by Roderick Jackson, a girls' basketball coach in Birmingham who says he was fired in 2001 for complaining that boy's team were receiving better equipment and practice facilities.

The decision in Jackson vs. Birmingham Board of Education means that those who allege violations of Title IX will enjoy roughly the same right to sue for retaliation that federal law confers on those who raise charges of racial discrimination in employment.

Supreme Court Lowers Age Discrimination Burden of Proof

Workers will now be able to claim disparate impact when suing employers over age discrimination, the Supreme Court ruled recently. The 5-3 ruling allows workers to sue employers when a policy produces a discriminatory effect based on age, not only when the policy intentionally discriminates based on age. The decision removed the caveat, deemed necessary by a number of lower courts, that employees must produce a proverbial "smoking gun" evidence to pursue a suit. The ruling could affect approximately 75 million people in the public and

private sectors. It is estimated that more than half of the entire workforce will be over 40 by 2010.

DID YOU KNOW?

Submitted by Clara Anderson

Did you know that “teamwork” is a word that we hear more and more about everyday?

Organizations of all types accomplish more when people work together. But how is that done when a team is simply made up of a collection of individuals many times with their own agendas and ideas? One of the many qualities, that if embraced, will make us all better team members:

Commitment

Many people tend to associate commitment with their emotions. If they feel the right way, then they can follow through on their commitments. True commitment doesn't work that way. It is not an emotion; it is a character quality that enables us to reach our goals. Human emotions go up and down all the time, but commitment has to be rock solid. And all great teams must have committed players. Commitment does not depend on gifts or abilities. If we will commit ourselves to using what talent we have, then we will find that we have more talent, and more to offer our team as a result of our commitment.

NFL Hall of Fame coach Vince Lombardi said, ***“The harder you work, the harder it is to surrender.”*** How true that is. It is much more difficult to give up on something that you have poured 100% of your efforts into.

Dependable

Dependability is important to every team or organization's success. Wolfram Von Eschenbach once said ***“Fear not those who argue but those who dodge.”***

Dependability requires consistency – day in and day out. If you can't be depended upon all the

time, then you can't really be depended upon any of the time. Dependability takes a depth of character that pushes one to follow through – no matter how tired, distracted or overwhelmed they are. Dependability follows through no matter how unpleasant the task. **Never underestimate how much the people around you depend upon you.**

Enthusiasm

There is no substitute for enthusiasm. When members of any organization are enthusiastic, the whole team becomes motivated and energized. Denis Waitley said, ***“Enthusiasm is contagious. It is difficult to remain neutral or indifferent in the presence of a positive thinker.”***

Attitude is always a choice. Positive people are positive because they **choose** to be. Enthusiastic people are enthusiastic because they **choose** to be. People who wait for other people or circumstances to dictate their attitude are always at the mercy of those other people or circumstances.

We should all be enthusiastic about the work we do. Walter Chrysler said, ***“I feel sorry for the person who can't get genuinely excited about his work. Not only will he never be satisfied, but he will never achieve anything worthwhile.”***

WOMEN'S HEALTH

Submitted by Muzette Fiander

“The Eye of Intuition”

Do you realize that the \$1 bill has a third eye? It is located in a triangle surrounded by the rays of a sunburst. It is the eye of intuition that connects the triangle of our eye to see, our ears to hear, and our heart to feel to a deeper level. We can become our own physician, healing the mind, body, and spirit.

We should use our third eye as a guide for our intuitive thoughts. Most often our intuition will lead us to the deeper understanding of who we are and how we can let our light shine.

Our third ear is there for us to realize the importance of listening closely to what people say and to practice silence in order that new inspiration can challenge us to be a vehicle to spread peace and understanding to each other and the world.

Jean Shinoda Bolen, MD, a psychiatrist, said in her article "Choosing the Path with Heart," "What talents did we come with? What do we find fascinating? What gives us joy? What do we know matters deeply to us? If we are spiritual beings on a human path, the answers to the questions that shape the journey do not come from outside of us, for the wisdom that knows is within us...It is the journey, not the destination that matters."

This morning as I finished my daily exercises and affirmations, I raised my hands over my head and then slowly brought them down in front of me in a prayerful position over my heart. As I did so, I realized I was looking to my third eye to enlighten my eyes, ears, and heart to a deeper meaning of life and outreach to others.

The call of listening to our intuition can open up our minds to look beyond ourselves and the community, families, and world in which we live. With compassion we have seen the tragedy of the South Asian earthquake and tsunami, the devastation of war-torn countries, and the grief of losing those we love. We need to know in our hearts how dependent we are on each other and not be polluters of our intuition.

The Dalai Lama said in his *Words of Wisdom*, "We can share the earth and take care of it together, rather than trying to possess it, destroying the beauty of life in the process."

By Ardath Rodale
(Taken from the April 2005 issue of *Prevention*)

CALENDAR OF EVENTS

May 8	Mother's Day
May 19	Space Coast Chapter Business Meeting
May 21	Armed Forces Day
May 30	Memorial Day

SPACE COAST CHAPTER NEWSLETTER

Muzette Fiander

This monthly publication is a means of sharing information and ideas. Please send news articles or items of interest for this Newsletter to Muzette Fiander, TA-E1, or e-mail at Muzette.B.Fiander@nasa.gov

Please feel free to share this Newsletter with your friends. And for anyone interested, a Membership Application is attached as the last page.

Thoughts to Ponder

Submitted by Muzette Fiander

A Thought on Mothering:

"The most important thing she'd learned over the years was that there was no way to be a perfect mother and a million ways to be a good one." — Jill Churchill, writer

"Faith is the time when it feels as if we are walking in hip boots knee deep through mud, when the fog is so thick you cannot see a step in front of you, and yet you know that you are being led and you are safe, one step at a time."

.....Today I know that it does not matter if I cannot see the end of the road. I have absolute faith and trust that I am walking in the right direction and that I am being guided along the way.

**MEMBERSHIP APPLICATION
FEDERALLY EMPLOYED WOMEN
P. O. BOX 75551
BALTIMORE, MD 21275**

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